

# CAPtions

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## CAP Hosts “Call to Action: Hiring People with Disabilities” Training Event

CAP, the Office of Personnel Management (OPM), and the Department of Labor’s (DOL) Office of Disability Employment Policy (ODEP) hosted the “Call to Action: Hiring People with Disabilities” Training Event on March 5, 2010, in the Ronald Reagan Building and International Trade Center. It was developed to support President Barack Obama and his Administration’s new initiatives to increase federal employment of people with disabilities. The training was designed to teach the federal human resources community on improving the pipeline and process for hiring and retaining people with disabilities. The goal of the event was to prepare agencies for the Federal Hiring Event on April 26, 2010 and to develop successful and sustainable strategies for the future. The event was a huge success with approximately 600 human resource officials and hiring managers in attendance.

The day began with opening remarks from John Berry, Director of OPM, regarding the state of people with disabilities within the Federal



John Berry, Director of OPM, gives opening remarks at CAP’s “Call to Action: Hiring People with Disabilities” training event.

government. The presentations continued with the Honorable Christine M. Griffin, Deputy Director of OPM, the Honorable Kathleen Martinez, Assistant Secretary of Department of Labor’s ODEP, Lynnae M. Rutledge, Commissioner of Rehabilitation Services Administration from the Department of Education, and CAP Director Dinah Cohen, serving as the moderator. They presented on the new initiatives for disability employment and the progression for the Federal government becoming a model employer. Kathleen Martinez stated, “Hiring people with disabilities is not just the right thing to do but also the economically sound thing to do, because it enables society to take advantage of the abilities of all people.”

The presentations were then followed by Angela Bailey, Deputy Associate Director, Recruitment and Diversity, of OPM, and Barbara Haight, Director for Policy of ODEP, who showcased the preparations for the Federal hiring event for April 26, 2010. Then Dr. Reginald F. Wells, Deputy Commission of Social Security Administration, and Stephen M. King,



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## CAP Hosts “Call to Action” (cont.)

Disability Program Manager of the Department of Defense (DoD), educated the attendees on developing human resource strategies for hiring people with disabilities.

The afternoon started with a presentation by Jo Linda Johnson, Director of the Equal Employment Opportunity Commission, who familiarized the attendees with the Schedule A Hiring Authority. Schedule A creates an easier opportunity for people with disabilities to be hired. The training was closed by the Honorable Raymond M. Jefferson, Assistant Secretary of DOL, and Nancy Glowacki, who are both veterans of the United States Military. Both shared their experiences serving in the military and stressed the importance of hiring service members, especially those who have been wounded serving their country. Jefferson stated, “It’s not about what you’re missing, it’s about what you can do with

what you’ve got,” in regards to hiring wounded service members.

The participants were able to interact with the attending exhibitors, which included the Department of Agriculture’s Target Center, Job Accommodation Network, Equal Employment Opportunity Commission, DoD Civilian Personnel Management Service (CPMS), DOL’s Veterans Employment and Training Service, and many more. The exhibitors provided valuable, in-depth information to help attendees increase the employment of people with disabilities.

CAP, OPM, ODEP, and the rest of the Federal government have committed themselves to increasing the employment of people with disabilities and wounded Service members.

## CAP Mourns the Loss of Kevin Curtin, Director of the USDA TARGET Center

Dear Colleagues,

It is with much sadness that I write this article regarding the passing of Kevin Curtin, a great friend and colleague



in the disability field. If you are a Washingtonian, you would definitely know his impact on disability, assistive technology, Section 508 and the Workforce

Recruitment Program (WRP). You may have been one of the many that filled the St. Charles Borromeo Catholic Church and attended his memorial service on March 15, 2010. It was a true testimony to him and this family how much he was respected as you looked around the full church that day. For many years, Kevin had been involved with the Workforce Recruitment Program, as a recruiter, hiring manager, technical advisor, and host of the WRP Federal-wide meetings when he worked at the Federal Deposit Insurance Corporation (FDIC). Kevin was instrumental in the development of the WRP as we know it today.

As stated by many of his colleagues, Kevin’s remarkable talents, passion, and abilities were of great service to the Federal disability community. From his time as an American Sign Language Interpreter at the FDIC and Disability Program Manager at the Department of Labor, to a job he typically referred to as his dream job, Director of the US Department of Agriculture’s (USDA) TARGET Center, he touched many lives.

Many of his colleagues will remember Kevin most for his infamous wit, love of baseball, stories about his daughter Nell, and love for his family. Many of his colleagues referred to him as an enthusiastic technophile who for a time carried two BlackBerrys.

I got to know him well during his tenure as the Director of the TARGET Center. I will remember him most for his warmth and willingness to support CAP and joining us to move the assistive technology field forward. It was only days before his passing that we were together to support the training event on March 5th to increase employment opportunities for people with disabilities and disabled veterans.

I will always have my cherished memories of Kevin. His loss is deeply felt.

A handwritten signature in black ink, appearing to read "Dinah".

Dinah Cohen, CAP Director

## CAP Enters Social Media

CAP has entered the world of social media by creating a CAP Facebook Fan Page and the CAP Twitter Page. By utilizing social media, CAP has opened new portals and tools to connect with CAP's customers. Facebook and Twitter provides the opportunity for CAP to increase its awareness, provide updated or new information and most importantly, create a personal community and dialogue with our customers.

The CAP Facebook Fan Page allows CAP to directly connect with customers who have Facebook profiles. The fan page acts as a universal portal to share information via website links, events and conference notices, blog posts, and photos. Customers who are fans have the capability to leave messages, comment, or rate the various data that is posted on the fan page. The interaction can create a dialogue with CAP, and through Facebook,

CAP can address comments and answer questions.

CAP's Twitter page allows customers to read and follow CAP's "tweets," which are messages or text-based posts of up to 140 characters. Similar with Facebook, Twitter allows CAP to microblog updates or new information in the disability field and provide information on upcoming events and conferences. CAP's Twitter page provides fast, reliable information in a smaller scale.

To visit follow CAP on Twitter, please visit [www.twitter.com/DoDCAP](http://www.twitter.com/DoDCAP). To become a CAP Fan on Facebook, please visit [www.facebook.com/DoDCAP](http://www.facebook.com/DoDCAP).



## Agencies Benefit from Effective Telework Policies

Telework has garnered much attention over the last several years as agencies begin to appreciate the benefits of providing this opportunity to their employees.

As defined by the General Service Administration (GSA) and the Office of Personal Management (OPM), Telework refers to any arrangement in which an employee performs officially assigned duties at an alternative worksite.

Telework policies assure a degree of continuity of operations during inclement weather and in emergencies, may increase employee morale and



productivity, and make your agency a more attractive organization for job-seekers. In addition, managers find that effective Telework policies can successfully address issues affecting employee retention by

enabling injured employees to continue working in some capacity; helping employees return to work more quickly following an injury; and preventing further debilitation.

Due to inclement weather, federal offices were closed in the National Capital Region for four and a half days in early February. The OPM is gathering information from agencies regarding the effectiveness of Telework policies and procedures over the course of the closure.

Even before those results are made public, however, certain agencies stood out as being prepared for such a situation. The US Patent and Trademark Office in Alexandria, VA had 3,000 of its employees logged on to their virtual private network. GSA and OPM also recorded a high number of employees logging on to their respective networks. OPM Director John Berry noted that "one of the biggest lessons learned from the snow has to do with the fact that technology can and does work when deployed properly."

CAP supports Agency Telework policies by providing services and accommodations for employees with disabilities who Telework as a form of reasonable accommodation. By providing office equipment such as Agency-approved laptop computers, printers, fax machines and a range of assistive technology devices, CAP can deliver a budget-neutral solution to accommodating your employees with disabilities who Telework.

For more information on agency Telework contacts, policies and information on upcoming Telework trainings, please visit the government's central Telework portal; [www.telework.gov](http://www.telework.gov).



## Assistive Technology on the Move

Assistive Technology applications continue to move toward portability for access anywhere at anytime. In March, several members of the CAP Team went to the California State University Northridge (CSUN) International Persons with Disabilities Conference in San Diego and explored some of the newest advances in accessible portable technologies. The following technology lists some of newer technologies that we found:

**Interact AS:** This software is designed to make interaction with individuals who are Deaf or Hard of Hearing easier. It uses voice recognition technology to translate what is spoken into text, which is instantly displayed on a tablet PC. Anything typed or written using the stylus is converted to text and spoken out loud using text-to-speech technology. While not a replacement for a sign language interpreter or captioning, it eliminates the need to rely on paper and pencil or a keyboard to communicate.



This technology was initially designed as a tool to translate foreign languages. It was most recently used at the 2010 Winter Olympics. The software runs on Microsoft XP, VISTA or Windows 7. For more information visit [www.speechgear.com/pdf/Interact-AS.pdf](http://www.speechgear.com/pdf/Interact-AS.pdf)

**VoiceOver:** Did you know that your iPhone 3GS can talk to you? Apple has embedded screen reading technology into their Snow Leopard Operating System and into the latest version of the iPhone. VoiceOver allows people who are blind to independently operate the touch screen incorporated into the iPhone and iTouch. Once it is turned on, the user simply slides their finger across the screen to hear the names of the applications. When the application or control is selected the user can tap twice anywhere on the screen to activate it. The VoiceOver feature can be found under Accessibility

within the general settings. For more information on how to use VoiceOver please visit: [www.apple.com/accessibility/iphone/vision.html](http://www.apple.com/accessibility/iphone/vision.html)

**Oratio:** Finally text-to-speech technology is available for the BlackBerry. The Oratio software provides text to speech technology for the BlackBerry phone allowing people with visual impairments to access most functions of the device. Accessible functions include caller ID, contact lists, call log, scheduling of appointments, tasks and reminders, keyboard echo for text entry and partial, but not full access to the web browser. Currently the software is only supported on the BlackBerry Curve 8520 smartphone from AT&T. For more information please visit: [www.humanware.com/en-usa/products/blindness](http://www.humanware.com/en-usa/products/blindness)

**Swype** is a new way to input text on a touch screen. Have you struggled with your touch screen keyboard on your mobile device? Swype has the potential to solve this problem for everyone whether you have a disability or not, showing how mainstream technology can help overcome obstacles caused by disabling conditions. Swype is a system of input that allows the user to slide their finger from one letter to the next without releasing. The software predicts the most common words that can be created with the combination of keys you "swyped". For example, the movement pictured in the image above would produce the word "quick". Research has shown that this method of input is faster than most text entry options available including handwriting and "point and tap". Even beginning users have been able to reach 40 words per minute after a short period of training. Visit: [www.swypeinc.com/product.html](http://www.swypeinc.com/product.html) for a video and more information.



Madentec Inc. is also developing this technology as method of desktop and laptop computer access, for people with physical disabilities. Using an onscreen keyboard and touch screen with Swype software, users will be able to input text into their access computer using one finger, a stylus or even a head pointing device for hands-free access. Madentec Inc. ([www.madentec.com/intro/](http://www.madentec.com/intro/)) expects to release the software within the next few months.